



EMPLOYMENT TRIBUNALS

Claimant: Mr J Hibberd

Respondent: Sainsbury's Supermarkets Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Southampton (hybrid – by video also)

On: 30 to 31 January 2024

Before: Employment Judge Gray
AND Members Mr English and Ms Maidment

Appearances

For the Claimant: Mr Nicholson (Case Worker)
For the Respondent: Ms Zielinska (Counsel)

JUDGMENT

It is the unanimous judgment of the Tribunal that the Claimant's complaint of harassment related to sexual orientation is well founded and succeeds.

The Claimant is awarded the sum of £3,290.40 made up as follows:

- injury to feelings of £3,000
- together with interest at 8% being £290.40 (441 days (from the 16 November 2022) = $1.21 \times 8\% = £290.40$)

Employment Judge Gray
Dated 31 January 2024

Judgment sent to Parties on 07 February 2024

For the Tribunal Office

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing, or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>